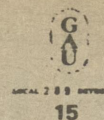


CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975



Nonprofit Org.
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Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

Did Your Officers Vote For You?

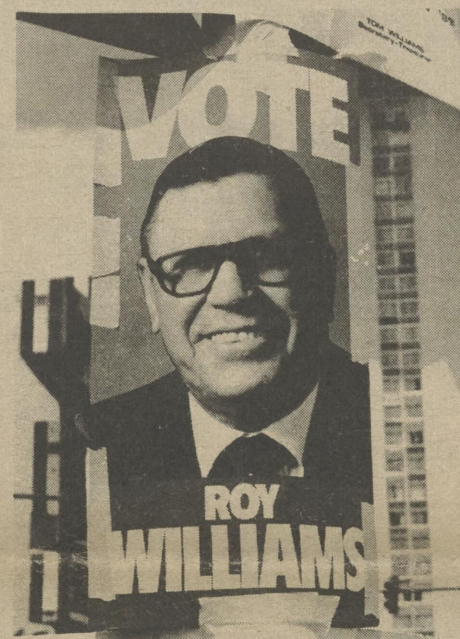
On June 1-5 your Local Officers voted to:

- Take Away Your Rights
- Raise Officers Salaries to Millionaire Levels
- Take Away Your Right to Control Your Own Local Bylaws
- Keep the Two-Thirds Rule on Contract Ratification — Against Majority Rule

WHAT CAN YOU DO ABOUT IT?

You have two choices:

- 1) Complain in the coffee shop or lunch room to your buddies, or
- 2) Take the issue into your local union and hold your officers responsible for their actions—today and on election day.



The great majority of delegates at the IBT Convention were local Union officers. There was at least one from every local union—usually more.

They voted on matters affecting you. Their way was paid by you. They were morally and legally supposed to be representing you. Did they?

You have a right to know how your Congressman votes when he raises your taxes or cuts your services. And you have a right to publicize his record at election time and vote accordingly.

The same rights apply in the case of union officers. They are rights that can be made to work if you get involved.

You might consider asking the following questions of your officers who were delegates. You could ask them at your next union meeting or at any other opportunity. You might want to include them in a letter, or a flyer, signed by yourself and other union members.

All ten measures were before the IBT convention.

All were voted on, and duly recorded in the minutes.

Answers to the above questions that are "yes" support more rank and file control and a more democratic union.

If the answers given by your local officers are "no" to any of these questions then your officers voted to concentrate more power and wealth in the hands of a few people at the top of the union.

If your officers won't answer how they voted—that speaks for itself.

Hold onto your answers for your local union elections.

QUESTIONS FOR LOCAL OFFICERS

1. Did you vote to stop the salaries of the International Officers from being increased to \$225,000 and \$200,000 in addition to other salaries, expenses, and a new 'cost of living' clause?
___ Yes ___ No ___ Won't Tell Members
2. Did you vote for the proposal to double strike benefits from \$35 a week to \$70 a week and the proposal to add a cost of living clause to the strike benefits?
___ Yes ___ No ___ Won't Tell Members
3. Did you vote in favor of the proposal that all contracts be approved by majority rule instead of by one-third?
___ Yes ___ No ___ Won't Tell Members
4. Did you vote in favor of the proposal to give the members the right to vote on the supplements to the contract?
___ Yes ___ No ___ Won't Tell Members
5. Did you vote against the proposal for the International to take away the right of local unions to change their bylaws so as to provide for elected BA's?
___ Yes ___ No ___ Won't Tell Members
6. Did you vote for the proposal to give the rank and file members the right to vote for International Officers, one-member, one-vote?
___ Yes ___ No ___ Won't Tell Members
7. Did you vote against the Resolution entitled "Extending the Term of Local Union Officers?" (This resolution resolved to "urge the amendment of federal law to extend the maximum term of office for Local Union officials from three to five years.")
___ Yes ___ No ___ Won't Tell Members
8. Did you vote in favor of the proposal that the IBT establish an Ethical Practices Commission to root out all traces of corruption in our union?
___ Yes ___ No ___ Won't Tell Members
9. Did you vote in favor of the proposal that seasonal workers, such as construction workers and cannery workers, have the full right to run for office?
___ Yes ___ No ___ Won't Tell Members
10. Did you vote in favor of the Resolution to "direct the General Executive Board to prepare a detailed plan to organize the unorganized in general and the freight, tanker, and construction industries in particular..." (which was defeated after the International reported that it was "doing a very capable job at the present time")?
___ Yes ___ No ___ Won't Tell Members

LETTERS

"ROY WILLIAMS IS NOT OUR CHOICE"

Dear TDU,

I have been a member of TDU for several years. I am a driver for United Transports Inc. and have been for over 31 years.

I came to the TDU Convention in Windsor, Canada, and came back to Kansas City and worked hard to organize our men. A few joined, some asked questions, some even came to special meetings we held. I even bought 100 Convoys each month for well over 2 years to get our drivers off center and active.

Then in GM's big shake up about a

Sold Out, Pay Cut Ok'd

Dear Brothers and Sisters,

I do greatly believe in and approve of what TDU is doing to help us to regain faith in our union and to return the power of our union to the rank and file members.

I too am a victim of a not so trustworthy representative. At a grievance hearing in Troy, Michigan one year ago, I was fired and rehired at the same time, "within a couple minutes," at \$2.87 per hour cut in pay. The company wanted a cut of \$3.87.

By reading the *Convoy Dispatch*, I find that this same representative has been charged and convicted of racketeering and embezzlement. It really builds a man's ego to know he has this kind of representation.

The cut in pay I took is only a minor detail compared to what has happened before.

I wish TDU all the luck in the world in getting a mess straightened out. As for the grievance board that handled my hearing in Troy—it was a Kangaroo Court, cut and dried. Our own Local "339" can't settle their own problems here. They always have to go to Detroit. How many more?

A dues paying Teamster for 27 years,

Ed Diem

Local 339

Port Huron, Michigan

TDU Helps Win Grievance

Dear TDU,

My husband, J.E. Harshfield won a discharge case against his employer last March. He received full reinstatement with back pay. The *Legal Rights Handbook* gave him the confidence he needed to present his case properly. We are behind you 100%!

Sincerely,

Mrs. J.E. Harshfield
Inola, Oklahoma

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year and a half ago I had to transfer to Oklahoma City to keep from having to work for United Transports Inc. at scab wages, 18.5% of gross revenue. I went from #5 on the Kansas City (Kansas) board to 81 at Oklahoma City.

This morning I read an article in the *Daily Oklahoman* about Roy Lee Williams. Maybe you could send something to this paper to tell them that Roy Lee Williams was not, is not, and will not be our choice. We had no voice in the matter, we were not allowed to speak or vote in any way due to the bylaws and Constitution which, in my opinion, were also stolen from us.

United Transports Inc. has been one of the ring leaders of the rape of the carhaul contract. Meetings have been held in the last few months and even weeks to take more away.

Sick? You bet I am. I have my retirement papers cleared and back so now I am just coasting until I either get my belly plum full or get the next three years in when I will be 60—whichever comes first.

Your Brother,

Warren Case

Local 886

Oklahoma City, OK.

Bad Joke in Local 282

Dear TDU,

In a previous issue of your paper there was an article by an anonymous brother in Local 282 concerning his job at Plymouth Rock Trucking Co. in Jersey City, New Jersey.

It seems that there has been all kinds of promises made by our leaders of "282", to organize Royal Freight Trucking Co., a company connected to Plymouth Rock. Up to now, nothing has been done, in fact things have gotten worse.

Recently they were even using dispatches and porters as drivers and helpers.

As we all know, our leaders appeal to the rank and file to notify them if we know of any jobs not organized, and they will see to it that they organize such employees. What a Joke! What seems to be the problem Local 282?

With so many brothers of 282 not working, and for our leaders to stand by and let this continue is an insult to the intelligence of the rank and file.

Fraternally,

Richard Van Romer

Local 282

Passaic Park, N.J.

MOVING?

Notify us of your new address or you will not receive your monthly *Convoy Dispatch*. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—CHANGE OF ADDRESS.

Why Was Member Shut Out at the IBT Convention

Dear TDU,

Why was I refused admittance to the IBT Convention? I tried for two months prior to the Convention to get in, and for four days in Las Vegas. If we, the rank and file members, paid the bills for the Convention, why are they afraid to admit us? Why did we need someone to vouch for us in writing, to promise that we would be on good behavior, when indicted and convicted criminals attended the convention. Indeed, the President of our union, indicted four times, did not need anyone to vouch for his good behavior.

What Side Are They On?

Dear TDU,

Our Union Representatives at the JAC meeting will hear our grievances and vote against us as always. They are paid with our dues money, but that still doesn't make any difference, they vote against us and our grievances. WHOSE SIDE ARE THEY ON?

Sincerely,

Robert Shird

Dubuque, Iowa

Local 421

One of the Sergeants-at-Arms had been convicted of 13 counts of embezzlement and 4 counts of false entries in union records. Therefore, why should anyone be afraid of my conduct?

Fraternally,

Frank Greco

Local 478

Edison, N.J.

Fighting Apathy

Dear TDU,

As a road driver the things that matter to me are driver safety, driver fatigue, hours of service, equipment condition and repairs, and sticking to the contract negotiated by our Teamster reps and the companies. No backsliding or sweetheart deals. We need free, open, honest, and legitimate elections of all officers from Fitz on down. Run the gangsters, both mafia and crooks in management out of our affairs. Apathy sucks.

Fraternally,

Richard Powell

Yellow Freight

Local 771

Lancaster, Pa.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1980 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282

Organizer:

Ken Paff, Local 407

Trustees:

George Feld, Local 200
Eileen Janadia (Local 337)
Gary Kuhn, Local 20

Mike Friedman, Local 407

Keith Gallagher, Local 229

Dan Hall, Local 375

Ed Howell, Local 391

Diana Kilmury, Local 213

Charis Moore, Local 315

Mel Packer, Local 800

Alternate:

Bob Leslie, Local 147

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

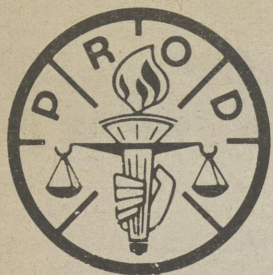
VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

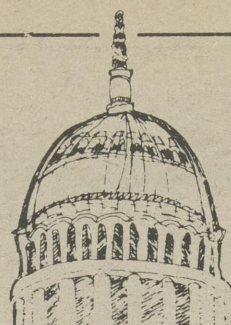
IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

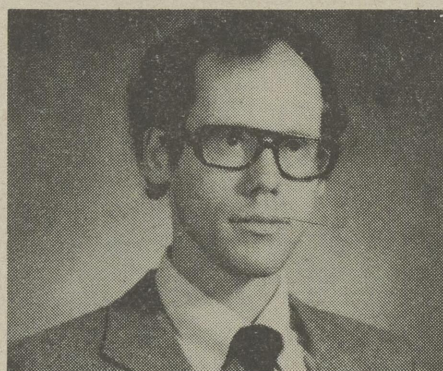
Stewards Free Speech Upheld

TDU Wins New Legal Rights

The U.S. Court of Appeals for the First Circuit (Boston) ruled in May that a former steward in Teamsters Local 901 in San Juan Puerto Rico must be reinstated to his position pending the outcome of his free speech litigation.

The steward, Efrain Maceira, had been removed from his position by the Local 901 Secretary Treasurer, Luis Enrique Pagan. He was represented in this case by TDU attorney Ellis Boal.

Maceira had been a vocal critic of Pagan. He associated himself with a rank and file group which was called Tronquistas A La Carga! ("Teamsters Charge!") or TALC. The TALC had for several months published a newsletter which criticized Pagan, the Secretary



TDU Attorney Ellis Boal

Treasurer.

The victory in court came only after the district court judge had previously ruled that the union had acted properly

in removing Maceira as steward. The judge had said that the Local Union Secretary Treasurer had "not only the right but also the duty" to remove a steward because of his "insubordination" in speaking out. The victory at the appeals court reverses this verdict which would have severely hampered the ability of stewards to criticize union officials.

Maceira's group had charged that Pagan was closely linked to the employers and had failed to hold required Union meetings. The victory of his free speech rights to make these charges is a victory for stewards throughout our union.

Your Right To Review Contracts

Jesse Colpo, a member of Local 326 in Wilmington, Delaware, won the right in federal court to examine any and all contracts signed by his local union in an April 24, 1981 decision. (Colpo v. Teamsters Local 326, 107 LRRM 2343)

This is only one decision, but it may well become a very important precedent to allow members more access to information needed to reach more union members.

Colpo wanted to see the contracts so he could see which companies were in the Local as he was running for office, and wanted to be able to campaign and reach out to as many members as possible. (He later lost the election.)

The decision in this case is based on Title I of the Landrum Griffin Act, which protects the rights of all union members, not just those running for office.

Attorney Arthur Fox, who represented Colpo, reports that the U.S. Department of Labor supported the view that any union member has a right to see the contracts, which a local union is required to have on file at the Local office.

Teamsters interested in exercising their right to examine contracts should request to do so at their local union. If turned down they should contact the nearest office of the U.S. Department of Labor (LMSA) and request enforcement. Citing the above mentioned legal case in the U.S. District Court for Delaware would also be useful. Also, be sure to inform the TDU office.

Supreme Court Round-Up

by Arthur Fox

The Supreme Court considered several important cases involving workers' rights during its 1980 term now ending. Although the score was 3 victories/1 defeat, the loss came in a case which will primarily affect Teamsters and make the score a net loss.

The Victories

As reported in the May Convoy Dispatch, the Court affirmed in *Barentine v. ABF* that unions and employers may not agree to deprive workers of their legal rights conferred by an act of Congress. In that case, former Little Rock Local 878 President Odell Smith and ABF entered into a "side deal" whereby ABF would not have to pay even minimum wages to its drivers for the time they spent performing the mandatory DOT pre-trip safety inspection of their rigs. Although the Master Freight Agreement clearly provided for pay, the drivers' grievances were all denied in Biloxi by the joint area grievance committee.

In *Complete Auto Transit v. Reis*, the Court ruled that individual employees may not be forced to pay employer damages for wildcat strikes. Although the law does subject unions to such damages if they initiate—or even just condone—wildcat strikes, many employers had begun to threaten their employees with direct financial responsibility for even honoring wildcat picket lines. Workers were understandably intimidated because a damage award would inevitably bankrupt them, depriving them and their families of the benefits of their labor. The Supreme Court has now buried such concerns. The case arose from the 1976 carhaulers' wildcat strikes against their contract which was imposed by "minority rule."

Another significant victory came in *Clayton v. UAW*. In this case, the Court nullified the internal union exhaustion requirement in cases in-

volving employer contract violations under section 301. The Court affirmed that employees must attempt to exhaust their contract grievance procedures, but it reversed a long line of judicial precedents that had imposed an additional requirement that employees exhaust any appeals procedures contained in their union constitutions. The Court noted that union appeals often had the effect of exhausting the employee without any prospect of affording meaningful relief. Except where such appeals can operate quickly to reactivate an abandoned grievance, the internal union appeals obstruction has now been removed and employees may proceed into court with their section 301 suits against employers for breach of contract, and against their union for violating its duty of fair representation.

The Loss

A word to the wise—PROCEED QUICKLY TO COURT. Unfortunately in *Mitchell v. UPS*, the Court ruled that whenever an employee's section 301 suit seeks to vacate a "final grievance award by an arbitrator or a Teamster joint committee, it will have to be filed in most states within 90 days of service of the award. Nine states have adopted arbitration laws with even shorter "statutes of limitation." Although the grievances of most workers are settled or dropped by their unions short of formal arbitration, Teamsters' grievances are routinely processed to a joint committee where they are dropped by their union representatives who vote with management to deny their grievances. Because the IBT and Teamster employers agree to treat joint committee decisions as "final and binding" awards, the companies and union have qualified their joint committee settlements for the same judicial immunity normally reserved for impartial arbitrations awards. Unfortunately, the Supreme Court was not made aware of this and it has now held

that anyone who wishes to challenge a joint committee decision must do so as quickly as one who wishes to upset an arbitral award.

Because few workers have lawyers on retainer and thus are at a severe disadvantage when seeking to challenge their employer's conduct in violation of their contracts, we are preparing in the Public Citizen Litigation Group form legal complaints which may be used by employees, **pro se**, to file suits within the new time limits. Although these forms may be used to initiate litigation without the assistance of legal counsel, do not consider filing one unless you are prepared to dismiss counsel promptly thereafter to resist the motion to dismiss the defendants will inevitably file and to prosecute your suit over the long run. Copies of the form and instructions may be obtained by sending \$1 and a self-addressed, stamped (35 cents), envelope (manila 8½"x14") to: Section 301 Litigation, Suite 700, 2000 P Street, N.W., Washington, D.C. 20036.

TDU Submits Statement

Deregulation Hearings

The Public Works committee of the U.S. House of Representatives held oversight hearings on last year's trucking deregulation bill on June 10-11.

Testimony was presented by many industry groups, government agencies and the IBT. A statement was submitted by TDU.

TDU's statement focused on the two problems caused by deregulation that have had the greatest impact on Teamsters—loss of jobs and increased truck safety problems.

According to a Teamster survey, roughly 100,000 Teamsters have lost their jobs in the trucking industry since deregulation went into effect. While some of this job loss was due to

the recession, much of it was due to union companies going out of business or merging due to increased competition caused by deregulation TDU urged the Committee to begin to work on a bill which would give laid-off Teamsters priority when trucking companies hire new employees.

Truck safety has also suffered under deregulation. Union companies, forced to cut costs to compete with non-union companies, often have skimped on maintenance, resulting in more dangerous trucks on the road. TDU urged the Committee to take up work on the Truck Safety Bill that was nearly enacted last year but which has been dormant this year.

Southern California Local 692

California Teamsters Blast Sellout

The Western Conference has been forced to retreat in the face of the determination of Southern California freight Teamsters to preserve their contract. At this writing, the Conference is expected to bring in an "upgraded" version of the container rider and present it to a committee of Local 692 freight Teamsters.

The Western Conference of Teamsters granted Cal Cartage Company of Long Beach harbor a "Container Rider" in April. For years Cal Cartage had been signatory to the NMFA. But the rider allowed the company to subdivide its operations into a general freight division and a container division. Container division work would be done on a percentage basis (15%-30%) with only a \$40 daily guarantee. It established a Monday-Sunday work-week, no starting times and forces drivers to eat their breakdown and waiting time at customers.

The rider states that the Executive Officers of the Local Union involved must sign it in order for it to go into effect. But when the Western Conference vetoed the demand that Cal Cartage Teamsters be able to vote on the Rider, Local 692 Secretary Treasurer Monte Ogden refused to sign the Rider.

The Western Conference authorized

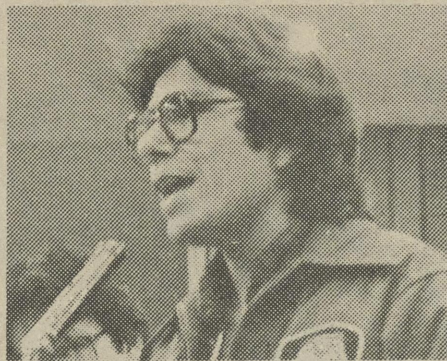
Cal Cartage to implement the Rider without Ogden's signature and on April 27 fifty-five drivers were forced, under protest, into the container division. For six weeks they have worked under this rider, with a weekly income loss of \$100 to \$300.

Freight Teamsters Resist Rider

Cal Cartage drivers have fought back. In April and May there were 3 special freight meetings in Local 692. The Cal Cartage drivers were also supported at these meetings by Teamsters from Locals 208 (LA) and 952 (Orange). There were two pickets of the Western Conference Headquarters in LA, and an informational picket at "Teamsters Day" at the Hollywood Park racetrack.

On Sunday, May 17, forty Teamsters from several locals conducted an informational picket at Matson, one of the major steamship lines in the port. Longshoremen honored the picket. NYK, one of Cal Cartage's largest customers finally agreed that they would give Cal Cartage no more work until the company "solved its labor problem." Over \$3,000 has been collected for the legal and organizing expenses in this fight.

The first break in the arrogance of the Western Conference came on May



Orlando Terrazas, Local 692, tells the TDU West Coast Conference of the fight at Cal Cartage.

9. On that Saturday they finally sent down two Western Conference officials to a specially called meeting which was attended by over 300 Teamsters from Locals 208, 692 and 952. The meeting was something of a farce, because the officials from the Western Conference said that they knew nothing of the rider and had had nothing to do with it.

The freight Teamsters present became quite angry. They proceeded to vote to advise the Local 692 executive board to pay the legal fees for the fight against the rider, to tell the Western Conference that they wanted "No Rider" and to request that a delegation of Cal Cartage Teamsters be allowed to address the Joint Council

meeting on the eve of the IBT Convention.

The Cal Cartage Teamsters kept up the pressure in Las Vegas at the IBT Convention. TDUers spread the word about their cause at Press Conferences and in flyers to the delegates. Andy Anderson, Western Conference Director, and other officials were put on notice on this matter.

Then, on Wednesday, June 10, the Western Conference held a staff meeting where the rider was a major topic of conversation. Out of that meeting came the report that a revised version of the rider would be presented to the rank and file some time in June.

The membership of Southern California Locals 208, 692 and 952 had voted to support changes in the IBT Constitution to give the rank and file the right to vote on all Riders. This measure lost at the IBT Convention, but a similar provision did pass, providing for rank and file votes on all Riders submitted during the course of an existing Agreement. The rank and file at Cal Cartage are determined to use this newly won gain should any updated version of the Rider be presented. They are determined to force the Rider to a vote—and to vote it down.

First Bi-lingual TDU Conference Held



Spanish Speaking Teamsters listening to translation of West Coast Conference.

The first West Coast Conference marked a big step forward in the growth of the rank and file movement in the Western Conference.

Over 150 rank and file Teamsters and their spouses came from as far away as British Columbia and Pennsylvania and almost 20 other states and provinces to attend the day and a half educational conference on May 30-31 in Claremont, California.

In welcoming people to the Conference, TDU co-chairman Doug Allan noted that it was the "first time that TDU, or any other Teamster rank and file organization, has held a Conference of this scale here on the West Coast."

One of the most important aspects of the Conference was the presence of a large number of Spanish-speaking Teamsters. Spanish-speaking rank and file members from Watsonville, San Jose, Stockton, Sacramento, and the LA area attended and were able to participate in the Conference through simultaneous-translation of the proceedings. Food processing Teamsters attended from new TDU chapters and also from the Cannery Workers Committee from San Jose Local 679.

"This marks a very important advance for TDU," said Carole Paff who worked on setting up the arrangements for the Conference. "The ability of TDU to carry our message in Spanish can really build our movement in the West where many thousands of Teamsters are primarily Spanish-speaking," she added.

In line with this theme, the Conference concentrated much of its energies on the problems in the food and canning industry. Some 60,000 Teamsters are covered by the Cannery contract, the third largest contract in the entire Teamsters Union, and an area where many Spanish-speaking Teamsters are employed.

Another subject that was discussed at the Conference was the upcoming IBT Convention. Delegates from across North America addressed the group on TDU's reform measures and goals at the Convention. All noted that it was an historic event simply to have a rank and file gathering on the eve of the IBT Convention, and agreed with the spirit and statement of Jack C. Vlahovic, delegate from British Columbia Local 213, "We have only begun to win!"

SECCIÓN EN ESPAÑOL

La Primera Conferencia de la Costa de la Oeste de TDU

La primera Conferencia de la Costa del Oeste de TDU marcó un gran paso adelante en el crecimiento del movimiento de base en la Conferencia del Oeste. Más de 150 Teamsters de base y sus cónyuges vinieron de lugares tan alejados como British Columbia y Pittsburgh a la conferencia educacional en Claremont, California el 30-31 de mayo.

Los Teamsters de base en la Conferencia asistieron a una serie de talleres de trabajo para mejorar sus talentos y hacer que el movimiento sea aun más fuerte. Entre estos talleres había: Organizado por un Contrato Mejor; el Procedimiento de Quejas; el National Master Freight Agreement de 1982; y Cónyuges en TDU.

Uno de los aspectos más importantes de la conferencia fue la presencia de un gran número de Teamsters hispanohablantes. Miembros hispanohablantes de Watsonville, San José, y el área de Los Angeles asistieron y participaron en la conferencia, con la ayuda de la traducción simultánea de los procedimientos. Muchos de los hermanos hispanohablantes son miembros del Comité de Obreros de las Canerías de San José.

"Esto marca un avance muy importante para TDU," dijo Carole

Paff, quien trabajó en la organización de la Conferencia. "La capacidad de TDU de comunicar nuestro mensaje en español puede ayudar a fortalecer nuestro movimiento en el Oeste, donde unos miles de Teamsters hablan el español como su primer idioma," aportó.

Siguiendo esta tema, la Conferencia concentró mucha de su energía en los problemas de la industria alimenticia y de canerías. Unos 60,000 Teamsters trabajan bajo el contrato de Canerías, contrato que ocupa el tercer lugar en cuanto a tamaño en toda la Unión de Teamsters, y que se concentra en una región en la cual trabajan muchos Teamsters hispanohablantes.

La Conferencia también dirigió su atención a la Conferencia IBT venidera, mientras delegados de TDU de toda Norteamérica se dirigieron a los miembros. "Hace cinco años éramos una banda pequeña, parados frente al Convention Center," dijo Doug Allan, Copresidente y Depositario del Local 208 en Los Angeles, "Pero hoy somos una fuerza creciente en locals desde Maine a California del Sur. Y como dicen nuestros hermanos delegados y miembros de base en Vancouver, B.C., 'Apenas hemos comenzado a triunfar.'"

Detroit Local 299

Strikes Enforce Freight Contract

by Rich Marcum
Central Cartage
Local 299, Detroit

On May 19, 1981, President Pete Karagozian of Local 299, took a somewhat daring position and struck six employers. The six employers, all signatory to the National Master Freight Agreement, were Central Transport, Ogden & Moffet, Short Freight Lines, U.S. Truck, Courier-Newson and Freight Consolidation Services. All six companies had taken the position that they were not going to pay the negotiated wage increase that took effect on April 1, 1981.

Local 299 had requested strike sanction from the International which was turned down by Jack Yager assistant to Roy Lee Williams, Director of the Central Conference of Teamsters. Yager told Local 299 to go

through the grievance procedure to enforce the contract. This procedure was followed even though Art. 8, Sec. 2 (a) states that no work stoppage, slowdown, walkout or lockout shall be deemed to be permitted or authorized except: Art. 8, Sec. 2 (a) (4), refusal to pay the negotiated hourly and mileage increases provided by this agreement, supplement and riders thereto bona-fide disputes shall be presented to the grievance procedure. Bona-fide disputes shall not include an inability to pay.

It seems clear that all of the companies were claiming that if they were forced to pay the increase that they would not be able to compete with other freight companies. In the case of Central Transport this seems to be blatantly untrue. Central in the past year has continued to open new

terminals and expand into new areas. They have harassed their employees in all areas to seek relief from the contract. Central has been successful in some areas in obtaining relief especially in Detroit where the International Association of Machinists have allowed them to employ new hires in the garage for at least \$3.00 per hour under scale.

We in TDU are glad that Local 299 took this aggressive action and would hope that other local unions would take similar steps to enforce their contracts. This action is not expected to be forthcoming especially with reports that Robert Barnette of Local 406, saying that the International doesn't know what is happening in their areas and that they will do whatever they want to keep their employers operating.

Even with some local unions willing

to grant relief the strike in Local 299 had an effect in other areas. The day after the strike in Local 299 was settled officials of Central Transport appeared in some Ohio terminals and stated that because of action in Local 299, that Central would pay the negotiated wage increase to all of its employees.

It is clear that Local 299 won a victory for the rank and file but this one victory will not be enough by itself. We ask that all local union officials take an aggressive stand and that all union officials serving on the various grievance panels do their utmost to protect all contracts.

We also firmly believe that it is time for all the rank and file to become involved in the affairs of their union and let officials know that they are demanding all of their rights under their respective contracts.

Rank and File Organization Makes a Difference

Chicago and Cincy Roadway Battle Flex

Rank and file Teamsters in Chicago and Cincinnati have been making a concerted effort to block Big R's drive to win an unqualified flexible work week in the Midwest.

In Chicago, the pressure of Roadway's economic power and the unwillingness of the International Union to back up the rank and file resulted in a modified flex being passed on May 21 by a margin of 210-106. The vote came after a strong rejection of the flex in March. Following that vote the company began to ship freight around Chicago, causing about 150 men to be laid off. When the International Union refused to do anything about this problem, the pressure for some kind of flex was irresistible.

But the rank and file at Roadway fought back and forced several important concessions. TDUs on the negotiating committee made sure that the people on the dock were informed of what was going on and flyers were distributed urging people to stick together. As a result, the company's original proposal was significantly modified:

The company originally proposed that the top 178 employees would be allowed to bid a Monday-through shift. This meant that once those people were gone, no one would have the right to such bids. "This makes us

sitting ducks for Roadway's target practice," one member of the negotiating committee told **Convoy Dispatch**. The rank and file pressured the company to change this and as a result the proposal was altered so that the top 178 positions would always carry the right to bid a Monday-through shift, regardless of which individual happened to be in those slots. Now, as soon as #179 on the board becomes #178 he has the right to bid a Monday-through. Before, #179 on down (and all new hires) would never be able to have that bidding right.

Another concession that the rank and file squeezed out of Roadway was the right of people on the call board to designate, at the beginning of the week, which days they want to be called. The only conditions are that they must designate those days in writing at the beginning of the week—and must be available on Sunday. Previously, the company had stated that employees on the call board must be available 7 days a week with no choice of days off.

Cincinnati Votes No

One of the biggest lessons of the Chicago flex fight is that if the rank and file can win one vote, it is important to stop any further votes if possible. They only work to the



This Roadway Teamster (right) and his father came all the way from San Antonio to the IBT Convention to speak out.

company's advantage. This is the problem facing the Teamsters in Cincinnati. In late March they voted down the flex. But the company is up to its usual tricks: Roadway started shipping freight around Cincinnati, resulting in the layoff of 105 men out of a combination city/dock board of 225.

Another trick the company is using in Cincinnati is trying to turn the road men against the dock and city. They have told the road drivers that if the city/dock don't straighten up and vote right that they are all going to be moved to Nashville.

It has even been rumored that the company is going to try to have the 514 road drivers at the Cincinnati terminal

vote on the flex issue. This would clearly be in violation of the Ohio rules on the flex issue. This would clearly be in violation of the Ohio rules on the flex votes.

The message from both Chicago and Cincinnati is, that rank and file organization and unity is the key to getting anything done at a company like Roadway Express. They will ship freight around a terminal or divide the road against the city/dock. Their goal is division and confusion.

TDU's goal is the exact opposite. TDU aims to keep people informed and united—organized. That is the only thing that forced a few concessions out of Roadway in Chicago, and that is what will be decisive in the coming fight in Cincinnati.

Close Pittsburgh Terminal

Jones Moves for "Voluntary" 15% Pay Cut

by Pittsburgh TDU

In late April Jones Motor asked its employees throughout the system for a walloping 15% of their gross take home pay. Frightened by the specter of losing their jobs, employees in all but 7 of Jones' terminals went along with the deal.

Management claims that this is a profit sharing plan in which they will pay 2% on the investment back when Jones attains a 94 operating ratio. According to our sources, however, Jones hasn't operated at 94 in 15

years.

One Jones terminal which refused to go along with the plan was the Pittsburgh terminal. Most employees boycotted the meeting where the plan was presented. Management told those present that they needed "100% participation or else."

What exactly was Jones threatening? This became clear in the early hours of May 16 when Jones moved their equipment out of the Pittsburgh terminal. They kept a few people working until May 22, when they officially closed the terminal.

This move by Jones was made only a short time after they informed Local 249 that they were committed to staying in Pittsburgh. They did not file for a change of operations, but simply pulled up and moved out. This is a clear violation of the contract and nothing short of blackmail. Local 249 has filed numerous grievances and unfair labor charges.

Although it is rumored that all 7 Jones terminals which refused to go along with the relief plan would close, to date Pittsburgh is the only one to actually do so. This action is yet

another step down the trail of relief and the destruction of the National Master Freight Agreement.

The 41 union members at Jones in Pittsburgh have taken a courageous stand—but the International Union has left them out in the cold. Unless the International takes decisive action against Jones it is inevitable that other companies will try these same tactics. So far Roy Williams and Co. have done nothing, but then again, they were too busy enjoying their big party in Las Vegas to think about the 41 Teamsters at Jones in Pittsburgh.

The Battle for Teamster D

"Sometimes you have to fight even if you can't win."

These words are from an International Vice President of our Union (regarding opposition to Roy Williams' candidacy) on the eve of the recent IBT Convention (as quoted in the *Detroit News*, May 18, 1981).

But to carry out those noble words, the job fell to TDU and reform minded delegates, who took a historic stand for democracy at the Convention and vowed to carry it forward.

Those delegates stood up for these stands—

► *Right of each and every Teamster to vote on our International Officers*

► *Right to Majority Rule on all contracts, and the Right to Vote on Supplements and Riders*

► *Right of each local to decide on whether to have elected or appointed BAs*

► *Increase of our Strike Benefits to \$70 (and \$90 after five weeks)*

► *Establishment of an Ethical Practices Commission to rid organized crime influence from our union*

► *Reasonable ceilings on salaries of officers, and elimination of multiple salaries used to create fortunes*

► *Right of seasonal workers (such as cannery and construction workers) to run for office*

► *Stepped up efforts to organize the unorganized*

We believe that all of these stands would win if put to the test of a referendum of rank and file Teamsters, because they are designed to strengthen our union and make it more democratic.

But on the floor of the Convention in Las Vegas, most of them got about 100 votes in the voice votes taken, out of some 2,000 delegates. A few got more, such as increasing the strike benefits.

Some 30 officers and delegates took the mikes to speak on behalf of one or more of these measures. Most others sat and voted as per the program. Some delegates—a few—even asked the chair to directly instruct them how to vote, or even to eliminate all votes on such matters and vote "all at once" on everything with one vote!

Who Did TDU Delegates Speak For?

Who were those outspoken delegates speaking for? We think they were speaking for Teamsters back home, who want a more democratic union. Who want a stronger union, that will take tough stands against tough employers.

We think they were speaking for the many delegates to the Convention who quietly told reform delegates, "I'm with you, but I won't be saying it here."

We think they were even speaking for the International Vice President quoted above, who opposed the election of Roy Williams but lacked the guts and integrity to come out front, and help reform this union.

"We Have Just Begun to Win"

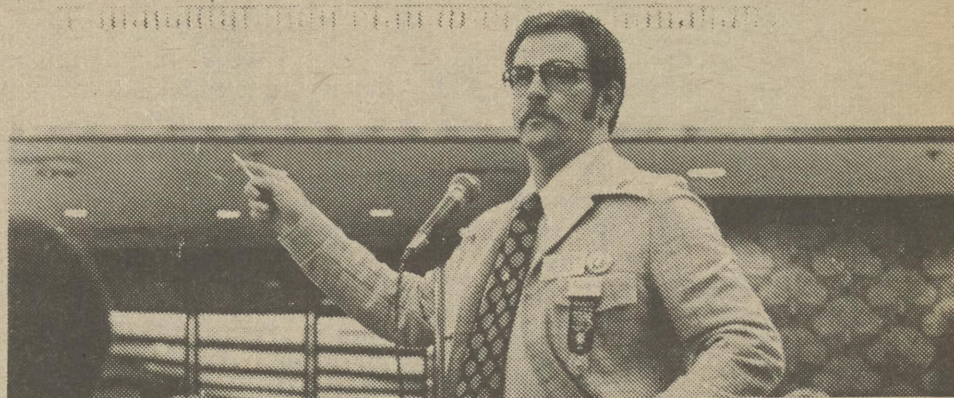
For the first time in 25 years, we had contested elections. We had candidates who stood for General President and General Secretary Treasurer of this union—Pete Camarata and Jack Vlahovic. They conceded defeat as the voting proceeded, to avoid delaying the Convention. But it was only a temporary defeat.

About 100 delegates would have voted against Roy Williams, either by voting for the TDU candidates or by abstaining. A number of delegates from Washington had indicated prior to the Convention they planned to do that.

International officers who could not debate on the issues kept saying the reform delegates were only a "small group," a "small minority" at this Convention. But it was an important minority.

One that speaks for hundreds of thousands of Teamsters who want to improve our union, who are working toward that goal and beginning to meet with some success locally.

This Convention was a beginning. We have just begun to win.



Jack Vlahovic, Local 213, speaking on the Third Day of the Convention on the need to increase the strike benefits to a decent level "There is only one way to settle those strikes and that's if the employer knows he cannot break you. He will not break you if the people are being able to put bread on their table. If they cannot put bread on their table those people will be going back to work when they are given the choice. Do I go back to work? Do I lose my house? Do I lose my family, or whatever?...on the basis of only \$35 or \$45 a week, he will not be able to make that choice very soundly except for go back to work."

Several other delegates from different locals backed the proposal. Jacques Mathieu from Local 931 commented "...you have to pay dues out of those benefits and it doesn't leave anything left to buy or survive. So I wish the delegates would accept the amendment."

Raul Hernandez from San Jose Local 679 hit the nail on the head "...I think all we're asking on this motion is that it helps survive to pull them through a strike."

Joe Contardi of Little Rock Local 878 made another amendment that "as the (International Officers') salaries are being increased by the amount of inflation increase and the cost of living, that I would believe that the same thing should apply to the strike benefits in each year over the next five years."

INTERNATIONAL SAYS "NO"

A few delegates showed their utter contempt for the rank and file during this discussion with comments like "we don't want to make it too fat for the guy on the picket line or he'll never go back to work." (Robert Barnes, Local 301). Too fat?? \$70 a week is too fat?? What about \$7,000 a week that Roy Williams now makes for his salaries? Maybe that's where the fat is!



Bob Janadia, delegate from Local 337, introduced a motion to give all seasonal workers (in the cannery and construction industries, mainly) the right to run for local office.

As delegate Juanita Rice of Local 20 stated "I feel if we are taking their union dues and they are seasonal workers, then they have a right to run for office too."

This motion was introduced especially at the request of a number of cannery workers from California who attended the TDU West Coast Conference.



Diana Kilmury supported an amendment to establish an Ethical Practices Commission to rid our union of any organized crime influence without the need for indictments, etc., "I didn't indict you all. I didn't say you were a bunch of crooks. I don't think that, but what I do think is that we've had a few rotten apples before, and if you're too damn scared to have an Ethical Practices Commission that you yourselves, the General Executive Board will control, then my God, you must be up to something."

I Wish Every Membe

by Bill Slater
Vice President, Local 468

As one who has just returned from Las Vegas I thought it might be appropriate to jot down these few impressions I got while observing a giant, well orchestrated union meeting officially known as the 22nd Convention of the International Brotherhood of Teamsters.

The first impression one gets is when you drive into town. You immediately ask yourself, "What in the world is a labor union doing holding a Convention in this monument to decadence, situated in a right-to-work state, which no doubt has some of the lowest paid workers and poorest working conditions in this country." Perhaps it is, as the mayor of Las Vegas stated in his remarks to the Convention that "It's nice of the delegates to come back once and a

while to visit their money."

The next impression I got was the blind and total loyalty of the delegates who were there only because they are officers of the local unions. They are total captives of the International Union. They are no more representative of the rank and file than the oil companies are representative of the so-called free enterprise system. It is a strong argument for electing all delegates from the rank and file.

These captive delegates voted for a huge increase in the per capita tax to the International, and then turned down a proposal to use a portion of that money to organize some of the large non-union trucking companies that are now proliferating across the country. They approved a motion for appointed BA's, but turned down a motion to allow seasonal workers to run for office. The truth is that they turned down every proposal that would

emocracy Moves Forward

"We don't want to make it too fat for the guy on the picket line or he'll never go back to work."

—Robert Barnes, Local 301
(Wednesday, June 3)

"I don't think we're asking the people here whether they want to get rich or not when they're on strike. I think all we're asking of this motion is that it helps survive and pull them through a strike."

—Raul Hernandez, Local 679
(Wednesday, June 3, speaking in favor of adding a cost of living clause to the strike benefits)



Jerry Bliss, Secretary Treasurer of Local 337 introduced an amendment to the Constitution to provide for majority rule on all contract votes.

Doug McLeod, President of Local 31, made a good point in supporting it: "Right now if we were to sign a contract that was rejected by a simple majority, I am afraid that we wouldn't have an officer and we would not have a local."

"I had a contract here a while ago that was rejected by 60 percent. I had to go back to those members three times to get a two-thirds vote to get the strike pay off the International. I do not think it is fair. I think that a majority should rule whether you have got a contract or whether you haven't."

Another delegate, the Secretary Treasurer of Local 247, commented that if people do a good job on a contract then... "we don't need to worry about this two-thirds."

But the Big Rubber Stamp said no, and about 100 delegates voted for Majority Rule, and about 2,000 against.

Maybe you should ask your officers where they stood on this issue.

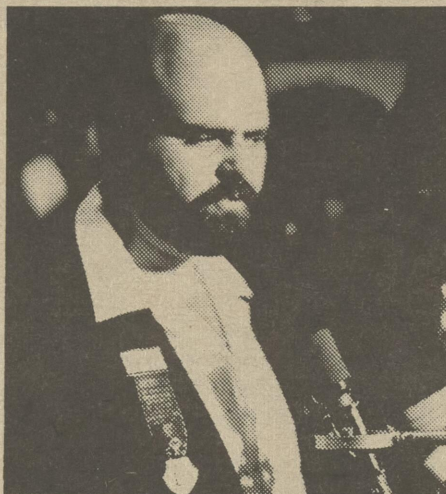


Don Dill, delegate from Grand Rapids Local 406 spoke in opposition to a motion to take away the right of local unions to vote to change their bylaws to provide for election of Business Agents. "You are taking away the right of the local to have bylaws of its own choosing," Dill stated.

Another officer pleaded, "For God's sake, let the rank and file decide something in our organization instead of just being rubber stamped."

But some local officers liked the idea of vetoing any chance for the rank and file to vote on their own bylaws. Delegate Sharon Davie, of Local 299 stated, "We wholeheartedly support this and I move that we close debate." Interestingly, Davie had become a delegate on the "Pete Karagozian Slate," and Karagozian's number one campaign pledge last year in Local 299 was for election of BA's! A classic example of talking out of one side of your mouth to the members, and the other to the big-shots at the IBT Convention.

A number of local officers, not just TDU members, did vote against this undemocratic move, but it passed nonetheless.



Pete Camarata, Local 299, speaking at the IBT Convention (Note: Photos of other delegates were taken at TDU meetings in LA and Las Vegas. The large quotations that appear in this issue are from statements from the official proceedings. Some are from delegates who had the guts to speak out for the members. And some show what other delegates and International Officers have in mind.)

What Are They Afraid Of?

"We need our members to get involved in this Union, to stand together, and meet the challenges ahead, but participation right now is at an all time low. We had better look at that and open up this union for membership participation in every way we can, and letting the members elect the International Officers is the best way there is."

—Convention Delegate Pete Camarata, after seconding a Constitutional Amendment to allow for membership vote on International Officers.

Following those remarks eight (8) consecutive officials took the floor to loudly denounce TDU and make irrelevant remarks. Not one of those eight speakers even mentioned the issue at hand—should the rank and file have the right to vote or not?

The obvious question is—what are they so afraid of? They had the votes to pass anything they wanted. And they did. Raising their salaries. Turning down strike benefits, etc.

Yet still they were afraid.

They had sergeants-at-arms (many of them convicted of taking payoffs) to patrol everyone. They had a Convention consisting mostly of full-time officials.

Yet they were afraid.

Why? The answer, believe it or not, is *you*. They are afraid that they cannot stand up to you, the rank and file Teamster at home.

One of the loudest against TDU was International Vice President Ed Lawson. He's afraid because he doesn't think he can win election anymore in his own local union.

Another loud one was C.R. Coy of Detroit, who was the first to start hollering about TDU. He's afraid because TDU has been on the move in his area—Michigan.

They were afraid because they do not have the answers. They cannot answer Pete Camarata's comments that the members should have the right to vote. They do not have the answers to what they will do to save our contracts and our jobs. These things were *not even discussed* at the entire Convention.

They are afraid that you, the rank and file, will be informed. And will exercise your rights at the local level to change this union.

They are afraid that the 100 votes at this Convention will grow to 1,000 at the next one.

And they're right to be afraid. Because the rank and file of our union is looking for strong leadership, not sheep who will do just what Roy Williams tells them to do—whether it is at a Convention or whether it is next year when the International negotiates our national contracts.

The members are starting to watch. And it is their judgement that is frightening the daylights out of so many of our officials.

Could Have Seen It

have benefited the rank and file member and approved every one that strengthened their position.

As for the performance of TDU, the first word that comes to mind is courage. I can say without reservation that I am very proud to belong to this organization. There were a couple of hundred of us from across the U.S. and Canada who paid all their own expenses and proved beyond any doubt that we are concerned and reasonable Teamsters—not the rabble rousers that the officials have tried to brand us.

The most overwhelming and lasting impression that I took away from the Convention was the total disregard and contempt which the International holds for the rank and file. To see Roy Williams and the other Conference heads invite about 2600 delegates and alternates to huge parties with all the food, caviar, crab, and expensive

liquor one desires, all paid for by the rank and file, will give some idea of what these people think of the average member.

If I had but one wish that could be granted, it would be that every member of the Teamsters Union could have sat and watched this huge charade as I did. And seen how the majority of delegates were nothing more than puppets being manipulated by Roy Williams and those behind him. I firmly believe that if this wish were attainable, that the person who pays for all this ritualistic decadence would have no problem in joining TDU. If they could but have seen the contrast between the TDU delegates who stood up bravely and spoke for the rank and file—and those captive delegates who would not stand up even when they agreed with us—there is no doubt in my mind that the membership would join in our continuing struggle to get out union back.

Increase Power and Salaries of International Officers

Major Constitutional Changes

1. DUES. The formula was unchanged: two hours pay, annual increases up to \$2.00. But now a dues hike can go into effect right after a raise comes up in your contract: "Dues shall be adjusted whenever an increase in hourly earnings is provided in a collective bargaining agreement to become effective the first day of the second calendar month following the month in which the hourly rate increase is implemented." [new language in Article X, Section 3(d)]

2. PER CAPITA DUES. The share of the dues going from your local to the International Union was increased. Currently it is \$3.65, then on January 1, 1983 it will go to \$4.15, and then on January 1, 1984 it will go to \$4.40. This means, assuming there are about 1.9 million dues paying members, that the International's income from the per capita tax will be increased from \$72,391,566 in 1980 to over \$100,000,000 or an increase of \$28,500,000. [Article X, Section 3(b)]

3. BUSINESS AGENTS. Inserted in Article XXII, Section 8, was the following new language: "After the date of the adoption of this Constitution, no Local Union may amend its Bylaws to provide for the election of Business Agents, Assistant Business Agents, or other Local Union employees other than the officers comprising the Local Union Executive Board." This means that you can no longer, as a local union, vote to switch from appointed BA's to elected BA's. If your local has elected BA's now, you can keep that right. (at least for now)

4. OFFICERS SALARIES. The salary of the General President was raised from \$156,000 to \$225,000 (plus expenses). The salary of the General Secretary Treasurer was increased from \$125,000 to \$200,000 (plus expenses). International Vice Presidents/International Representatives were increased from \$41,250 to \$55,000 (plus expenses.) [Article V, Section 1(a)]

In addition, International officers will receive a cost of living increase that will fully match any increase in the Consumer Price Index: "In addition to the above, effective July 1, 1982; and every July 1 thereafter, all International officers shall receive an annual cost of living increase which shall be equal to the percentage increase in the Consumer Price Index, U.S. All Items (1967=1000 or CPI-W, published by the U.S. Department of Labor, between the index figure of May, 1981 (published June 1981) and succeeding Mays (published succeeding Junes) and the index figure for May 1982 (published June, 1982) and succeeding Mays (published succeeding Junes)." [Article V, Section 1(b)]

All these salaries are in addition to any other salaries these same persons might have lined up.

For example, in addition to Williams salary as General President he may well be receiving others. In 1980 Williams bagged \$104,372 from salaries from other affiliates.

If Williams continues to receive those salaries on top of his new salary as General President, his current rate would be well over \$300,000 plus additional expenses plus an unlimited cost of living clause.

5. STRIKE BENEFITS. Raised from \$35.00 to \$45.00 per week for the first four (4) payments and then from \$45.00 per week to \$55.00 per week for the fifth payment and all payments thereafter. [Article XII, Section 4]

RESOLUTION ON FIVE YEAR TERMS

U.S. Law requires local union elections at least every three years. So it was proposed by the officers and passed to try to get this law changed to have elections only every five years in our local unions! Your dues money can now be spent on lobbying Congressmen to take away your own right to vote every three years. Reform delegates spoke out against this Resolution.

Other Changes

GEOGRAPHIC DISTRIBUTION OF VICE PRESIDENTS AXED. The International successfully deleted Article IV Section 1(c), which provided that "The officers of the International Union shall as nearly as practicable be uniformly distributed throughout the entire jurisdiction of this International Union." This change was strongly contested and required two votes to settle it as delegates from the West feared that it might be aimed to reduce the number of Vice Presidents from their region.

SALARIES FOR GENERAL ORGANIZERS will no longer be fixed in the Constitution. (They previously were set at \$30,000). Now the Constitution, Article V, Section 1(d) simply reads: "General Organizers shall be appointed by the General President and while working under his orders shall receive a salary as determined by the General President and reported to the General Executive Board."

SALARIES FOR INTERNATIONAL

AUDITORS are now to be set at the complete discretion of the General Secretary Treasurer, under the new Article V, Section 1(d).

NEW PROCEDURE TO FILL A VACANCY IN THE OFFICE OF THE GENERAL PRESIDENT. Formerly, if the General President died, resigned, or was somehow removed it would require a Special Convention to fill the spot. Now the General Executive Board will simply meet within 15 days of the vacancy and fill the "vacancy in the office of the General President for the balance of the unexpired term." Article V, Section 8(a).

BENEFIT AND PREPAID LEGAL SERVICES FOR OFFICERS. Article IX, Section 10, was amended to allow for the General Executive Board to establish benefit plans for officers "such as, but not limited to, prepaid legal services."

MAINTAINING GOOD STANDING FOR MEMBERS ON CHECKOFF. Article X, Section 5(c) was amended to provide that

"I don't believe you understood what we were voting on because it's too even."

—Roy Williams
(Tuesday, June 2)

"I support the efforts of the Constitution Committee and I stand ready to support them. If, in fact, there's confusion, I simply ask that you give us direction as to which way leads us to support the hard work of our leadership."

—Jack Mogelson, Local 320
(Tuesday, June 2)

Two Reforms Won

Two Constitutional reforms were passed at the IBT Convention, and those Teamsters who have stood up for reform can proudly take credit for both of them.

NEW RULES ON INTERNAL UNION DISCIPLINE

The first has to do with bogus attempts to discipline outspoken members. Wording in Article XIX that previously allowed members to be charged with "Abuse of fellow members or officers in the meeting hall," was deleted from the Constitution. [Article XIX, Section 6(5) and Section 6(6)]

Also, another portion was similarly deleted since it was not legally enforceable and had already been ordered deleted by a federal court in a case involving a TDU member in Pennsylvania. This section, Article XIX Section 12(b), can no longer be used to tell a member that he or she will be held liable if he goes to court and then lose his case there. Previously, the International could assess a fine against a member for all of its legal costs if the the member went to court against the Union and lost. Now that bar on the members right to legal action is removed.

RIGHT TO VOTE ON RIDERS

Additionally, there was an Amendment which was recommended by the Constitution Committee and passed by the Convention which provides for:

"If amendments to local or area supplements or riders to the Master Agreement are voluntarily negotiated during the term of such Agreement, such amendments must be approved by a secret ballot majority vote of the affected members, regardless of job classification, as determined, and as directed, by the Sub-Committee or Committees which negotiated the Rider or Supplement of the Union Negotiating Committee named in such Agreement subject to appeal to the General President. Such amendment or rider must also be approved in such manner as may be specified in the Agreement." [Article XVI, Section 4(4)]

Note that this only applies to changes during the life of a contract, and not the separate supplements and riders negotiated at the time a contract is ratified.

But this is still an important improvement. Enforcement of it depends on rank and file Teamsters—if any rider or change in your contract is being negotiated or signed during the life on the contract, be sure to demand a right to a secret ballot vote on it—with majority rule.

We fought hard to get these changes. We are proud of them.

"...a member on dues checkoff whose employer fails to make a proper deduction during any month in which the member has earnings from which the dues could have been deducted, shall not lose good standing status for that month. In such an event, the Local Union shall notify the member of his employer's failure and payment shall be made by the member within thirty (30) days of said notice in order to retain good standing status."

NEW RULES FOR ISSUING WITHDRAWAL CARDS. Article XVIII, Section 5(a), was changed so that now locals are to issue withdrawal cards six months after a member becomes unemployed. The new language reads: "When a member becomes unemployed in the jurisdiction of the Local Union, he shall be issued an honorable withdrawal card upon his request. If no request is made an honorable withdrawal card must be issued six (6) months after the month in which the member first becomes unemployed, if he is still unemployed at that time."

TIMING OF LOCAL UNION ELECTIONS. Previously, Local Union elections were to take place in November or December

(unless the General President granted an exemption). Now it is also permissible to hold Local Union elections in October and nominations meetings in September under the new Article XXI, Section 4(a).

TIES IN THE ELECTION OF THE PRINCIPAL OFFICER IN A LOCAL UNION. Previously, all tie-votes were decided by lot. Now in the case of the election of the principal executive officer of a Local Union (either the President or the Secretary Treasurer) a tie-vote is to be resolved by a run-off election between the candidates who have tied with the highest number of votes. The run-off will only affect the top office in the Local and not the rest of the Executive Board under this newly amended Article XXI, Section 4(c).

FILLING VACANCIES ON THE LOCAL UNION EXECUTIVE BOARD. Vacancies are still usually to be filled by a vote of the Local Union Executive Board. But if the Local Executive Board is split in an even vote (3 to 3 for example) then the vacancy shall be filled by a vote of the Local Union membership under the same provisions and "requirements as set forth in this Constitution." Article XXI, Section 9.

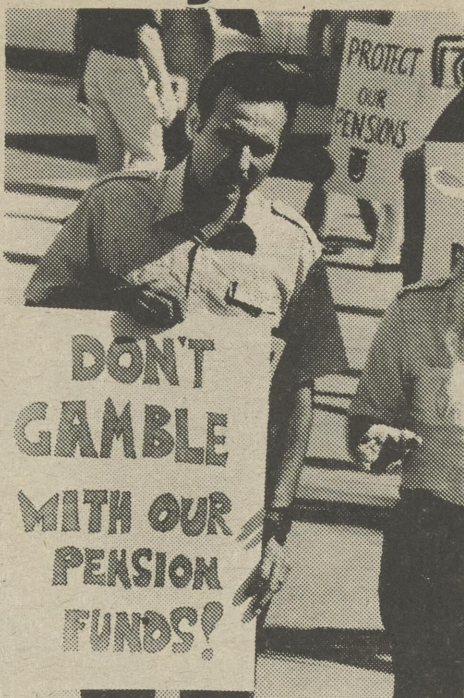
Williams Indicted for Bribery

Roy Williams, newly elected General President of our Union, has been indicted for conspiracy to bribe a U.S. Senator.

The indictment, handed down on May 25, charges that Williams conspired with Allen Dorfman and three other individuals to fix the price of a 5.8 acre piece of Nevada real estate so that Senator Howard Cannon (D. Nevada) could obtain the land at that low price. Dorfman, whose Amalgamated Insurance company still processes claims for the Central States Health and Welfare Fund, served a term in prison for conspiring to accept a kickback to approve a loan from the Central States Pension Fund.

The indictment claims that Williams sought to gain Cannon's support for our union's efforts to stop deregulation in exchange for the land deal. However, when the alleged bribery conspiracy became known last year whatever influence our union had with Congress was greatly reduced. Cannon quickly became one of the most ardent supporters of deregulation.

Whether the charges prove true or not, the entire incident is simply further proof that the ties between our top officials and organized crime figures such as Dorfman can only serve to backfire time after time.



TDUer Tom Salinas, Local 657, San Antonio, Texas who works for Roadway Express carried this message to the IBT Convention "Don't Gamble with our Pension Funds." This message is particularly pointed given our new President Roy Williams' alleged involvement in a bribery conspiracy with Allen Dorfman, who has been convicted of taking kickbacks in exchange for arranging a pension fund loan.

Editorial: Let the Members Decide

On the first day of the IBT Convention, TDUers handed out the following statement to the delegates and guests as they entered the Convention Hall in Las Vegas.

LET THE MEMBERS DECIDE—NOT THE GOVERNMENT

TDU members and Delegates at this Convention are dead set against letting the Federal Government say who is, and who is not, fit to be our General President. We do not support the government stepping in against Roy Williams.

What we do want is to give the membership the right to elect our General President.

This would clear up a number of problems. If the members have full knowledge of any indictment, suits against Pension Fund Trustees, etc., and still want to vote for a person—then that's their democratic choice, and vice-versa.

Right now, most members feel completely left out of the process of picking our top officers. The result: resentment against our Union as a whole.

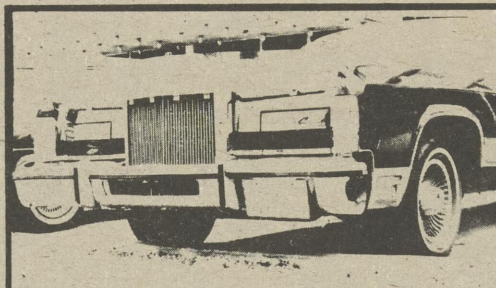
This hurts our Union. It cuts down our ability to fight against the employers' anti-union attacks. We need the pride and respect of our membership—and we can earn it by instituting one simple reform: the right to vote for International Officers.

Let's clear the air, and let our Union go forward with a degree of unity between the officers and the rank and file that is now lacking.

SAVE THE DATE!
Rank & File Convention
OCTOBER 30 - NOVEMBER 1
DETROIT, MICHIGAN
 Prepare for the 1982 Contracts

"I didn't indict you all. I didn't say you all were a bunch of crooks. I don't think that, but what I do think is that we've had a few rotten apples before, and if you're too damn scared to have an Ethical Practices Committee that you yourselves, the General Executive Board, will control, then, my God, you must be up to something."

—Diana Kilmury, Local 213
 (Tuesday, June 2)



**YOUR DUES
 PAY FOR
 THIS?**

BOFFA CONVICTED IN LABOR LEASING SCAM. Eugene Boffa and three associates were convicted of two counts of racketeering, involving a national network of labor leasing operations which obtained sweetheart contracts for major employers by making payoffs to Teamster officials. The conviction, on June 8, came after a trial where the government charged that Boffa had paid hundreds of thousands of dollars in cash and cars to Teamster officials tied to the Provenzano family. Another Teamster official tied to Boffa was Frank Sheeran, President of Teamsters Local 326 in Wilmington, Delaware. Sheeran had been indicted along with Boffa but his case was severed from the others, and is due to begin his trial at the end of June. A classic example of how the Boffa scam worked was provided by Universal Coordinators Inc. This labor leasing company provided Teamster labor for employers such as Crown Zellerbach and Inland Container Corp. When Universal Coordinators ran into labor trouble because of its sweetheart contracts Boffa simply replaced it—and the Teamsters working for it—with another labor leasing operation, Country Wide Personnel Inc. The sweetheart deal was maintained and the "labor problems" eliminated.

Boffa's conviction is particularly of note given the recent allegations of his connections with Roy Williams' right-hand man, Sam Ancona. It has been charged that Boffa provided Ancona with an expensive BMW sedan for half price in 1975. "Coincidentally" Boffa's labor leasing company got substandard "Sweetheart" contracts for Kansas City Teamsters.

NEW CENTRAL STATES HEALTH AND WELFARE FUND INDICTMENT. Former Attorney General Richard Kleindienst was indicted on 14 counts of perjury stemming from statements he made in connection with the Central States Health and Welfare Fund. Kleindienst had been called in front of the state bar association in Arizona to answer questions concerning his representation of Joseph Hauser, a convicted racketeer who set up a phoney insurance company which took \$7 million from the Central States Health and Welfare Fund and then went bust. The indictment charges that Kleindienst failed to truthfully answer the questions posed by the bar association, raising questions as to whether the full extent of the Hauser-scam has been revealed. TDUers Jim Adcock and Claude Carpenter entered a suit against the Trustees of the Fund which was successful in restoring almost \$3 million to the Fund.

PROVENZANO TO KEEP HIS JOB DESPITE CONVICTION. Last month, Nunzio Provenzano was convicted of taking payoffs from some of the largest carriers in the U.S. You might think that this would give the officers of Local 560 in Union City N.J. cause for thought, after all Nunzio is the President of the Local. But no, in true Provenzano-style the other members of the family who run Local 560, Vice President Sammy Provenzano and Secretary Treasurer Josephine Provenzano, all decided that there was nothing the least wrong with Nunzio keeping his union position. After all, he hasn't finished his appeals and we have a system of "innocent until proven guilty" in this country. Unless you happen to be a rank and file Teamster who is unlucky enough to be fired in Provenzano country, pending the final decision of your grievance panel. If so, try taking your story about being "innocent until proven guilty" to Sammy, Nunzio and Josephine. They might just change their tune.

MICHIGAN AND OHIO RIP-OFF? It's easy. You just inflate the invoice for materials you have purchased from a trinket-supply house; then you pocket the difference or have it returned as a kickback. That is the scam for which Neil Dalton, Secretary Treasurer of Saginaw Local 486 was convicted last month. And now it has been revealed that the FBI is investigating as to whether the scam involves other Teamster Locals and if organized crime is involved. According to the FBI the scheme extends throughout the Midwest, but is concentrated in Grand Rapids, Detroit, and Cleveland. It is apparent that several Teamster Locals have done business with the same trinket company that was involved in the Dalton case—Lasalle Distributing Company. Others have done business with the successor to Lasalle, P.V.L.—Pandover, Valenti, Liberman—which bought out Lasalle in 1978. According to the FBI, P.V.L. has sold at least \$1 million worth of gift items to IBT locals in the last year alone. The Dalton conviction is "just the tip of the iceberg" said FBI agent Brian Rossi.

NLRB Charges UPS With Harassment

by Toledo TDU

The NLRB has charged UPS in Toledo with harassing a steward who stood up for his rights to be active in his local union.

Upsers in Toledo Local 20 never used to participate much in the Local Union elections. But then in 1979, when the Department of Labor ordered a new election due to the campaign violations by the incumbent president, about 350 members took the time to vote. It was an act that didn't go unnoticed by UPS, which realized that an active rank and file would mean stronger representation from the Local.

Last November, Duane Rosenberger, a steward who was running for Trustee, was sent home because he wouldn't remove campaign lettering from his clothing. He spent the remainder of the night handing out handbills on the roadside because UPS refused to allow him to remain in the lunchroom, locker room, or parking lot. In addition to denying him the right to talk to his fellow workers and work that night, the company sent him a letter for allegedly failing to follow instructions.

At this point many workers would have capitulated. But Duane knew that he was right and made a careful written record of what the company told him. He got witnesses of everything that went on that night. Thanks to his knowledge of his rights, and the backing he received from BA Bill Lichtenwald and Chief Steward, Roy Weldon, Duane was paid for the lost day's work and the company agreed to pull the warning letter.

This might have been the end of the story, if the company hadn't tried to "get even." UPS played their famous game of revenge against Duane by sending him another warning letter on the pretext of a minor accident. Duane, however, continued to keep accurate and detailed notes and had carefully read the **Legal Rights Handbook** by Ellis Boal. He knew that it would take the National Labor Rela-

tions Board to get the company off his back.

All it took was a phone call to the regional office of the NLRB to get the government agents asking some embarrassing questions about why UPS was trying to take away the rights of its employees guaranteed under the law. At the time of this writing it has just been learned that the NLRB has issued a formal complaint against UPS in Toledo. It is now almost certain that with courageous members determined to get their rights, the help of the NLRB, and a lot of help from TDU, that UPS is going to get what they have coming to them.

Delegates Speaking Tour

Rank and File Teamsters across North America will have an opportunity this Summer to hear about the IBT Convention first hand from reform Delegates who were on the Convention floor, presenting proposals to help bring our union back to the members.

Already meetings have been set up by the Davenport, Des Moines, Allentown, Western Pennsylvania, Indianapolis, Detroit, Eastern Pennsylvania, Maine and other chapters. "This is an excellent opportunity for rank and filers to find out what went on at the IBT Convention, how their officers voted, and what it all means for the future of our Union," said TDU Organizer Ken Paff.

To organize a meeting in your area, just contact the TDU office, but you better act fast, as this TDU Summer Speaking Tour is booking up quickly. While Summer is a traditionally slow time, the interest in the Summer tour sparked by the IBT Convention shows that with some effort it's possible to build the rank and file movement this Summer and be in a stronger position than ever to kick off the contract campaigns that are looming after Labor Day.

Send Roy Williams A Message

At the IBT Convention our top officials let us know just what they thought of us, the rank and file members.

They increased their salaries and power, and voted down everything that could have helped the rank and file. Here's your chance to let them know what you think.

JOIN TDU!

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

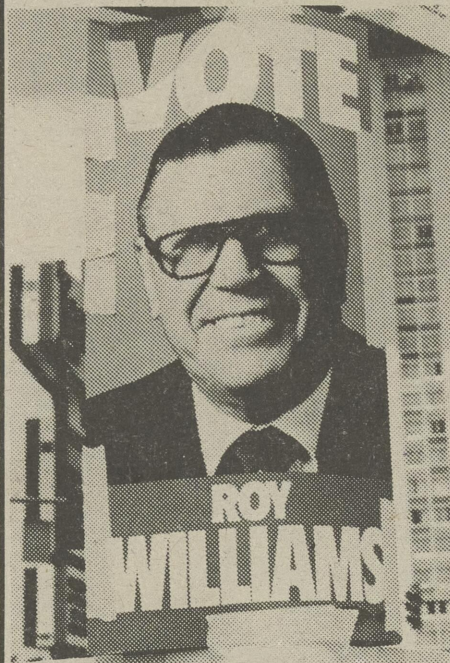
☐ I want to distribute **Convoy Dispatch**. Prices per issue are:

☐ 100-\$9 ☐ 50-\$5 ☐ 20-\$4 ☐ 10-\$3

☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and IBT officials.)

Join the "100-100 Club"



Roy Williams' salary will be higher than the annual TDU budget.

Unlike our International officials, TDU squeezes every dollar. And we manage to keep people like Mr. Williams on their toes and force them to pay attention to the members instead of simply counting their paycheck.

Our source of support: YOU. The rank and file members. Your dues, contributions and pledges.

Many rank and file Teamsters have taken another step in supporting rank and file democracy. They've joined the "100-100 Club" and contributed \$100 to help support educational and legal defense work.

Isn't it time you joined?

It's the best way we know of letting Roy Williams know that you care about the future of our union.

In order to make these kinds of changes in our Union, we need money to reach rank and file Teamsters. You may contribute \$100 right away, or \$25 a month for the next four months, or 10 monthly \$10 payments. Your contribution will be *tax deductible* and very much appreciated.

- ☐ I pledge \$100. My check is attached.
- ☐ I pledge \$100 in four monthly \$25 contributions.
- ☐ I pledge \$100 in ten monthly payments.

Date _____ Chapter affiliation _____

I wish to remain anonymous: ☐ yes ☐ no

My name may be listed as a donor: ☐ yes ☐ no

To join the "100-100 Team" do the following:

- fill out the form below
- make a check or money order to *Teamster Rank and File Educational and Legal Defense Foundation*
- mail to: TRF, Box 10303, Detroit, Mich. 48210

Name _____ Company _____

Address _____ Local _____

City _____ State _____ Zip _____

★★★ TDU Meetings ★★★

B.C./Yukon TDU
Thurs., July 2, 7:30 pm
Rio Hall 3325 Kingsway

Des Moines Meeting
Sunday, July 19, 2pm
Place to be announced,
for information call 515-967-6705

Eastern Pa.
TDU Family Picnic
July 25, 1981
July 25, 1981
Reeders, Pa.
For more information call
Keith Gallagher 717-421-8834
Jim Allen 215-381-2605

Lehigh Valley TDU
Sunday, August 16
Location and time will
be announced through mail

Milwaukee TDU
July 11, 1:00pm
Irene J's, Milwaukee

Milwaukee TDU Picnic
August 23, 9:30
Jackson Park, Milwaukee

Quad Cities TDU Picnic
Saturday, July 18, 1:00pm
Coal Valley, Ill. City Park
Roast Hog Family Picnic
\$5 a plate, \$12 a family

Watsonville TDU
Saturday, June 20, 5:00pm
First United Methodist Church
229 Stanford St., Watsonville

Western Pa. Family Picnic
Saturday, July 18, noon 'til...
Boyce Park, Monroeville

★★★★★

If you want to have a rank and file Delegate to the IBT Convention address your Chapter Meeting, get in touch with the TDU Office today!

★★★★★

The Salaries of Our Top Officers

On May 31, 1981 TDU released a new report: "Who Runs the Teamsters: A Profile of Teamster Leadership in 1981," a 32-page report which contains the salaries, benefits, and short profiles of top Teamster officials.

The report reveals that 38 Teamster officials made over \$100,000 in 1979, which was **more than double** the number five years earlier, when the original PROD report revealed that 18 officials were raking in over \$100,000 from our dues.

The report updated the original PROD book of 1976, showing that the pattern of multiple salaries, monopoly of power, and nepotism continues at the top levels of our union.

Now the IBT officials will get new raises, following the IBT Convention. The General President will now receive a minimum of \$225,000 plus expenses. Plus whatever jobs he may hold. A raise of \$69,000. The General Secretary Treasurer will receive at least \$200,000 plus expenses, plus...? Similar increases were granted to the International Vice Presidents and all International

officers were granted a cost of living increase that will cover 100% of any increase in the consumer price index!

Officers Pensions also in 6 Figures

The TDU Report also takes a look at the various pension and benefit plans covering the top officers of our union. Taking the example of Bobby Holmes, International Vice President from Michigan, the report examines how Holmes' **five benefit plans**, when added together, will give him \$143,432 for his first year of retirement. He will then receive \$108,682 a year or \$9,057 a month for the rest of his life. This stands in sharp contrast to a top pension for rank and filers, the top pension awarded by the Central States Fund, which is \$775 a month or \$9,300 annually. In other words, Bobby Holmes will receive just about as much pension income in one month as one of the highest rank and file pensioners would receive in an entire year!

THE "\$100,000 CLUB" (All earnings 1979 unless otherwise indicated)

Name	Number of Jobs	City	Total Earnings
Frank Fitzsimmons	1	Detroit	\$296,853
Jackie Presser	6	Cleveland	274,278
Donald Peters	2	Chicago	265,590
William Joyce	3	Chicago	251,304
Harold Friedman	1	Cleveland	199,870 ¹
Roy Williams	8	Kansas City	174,008
John Kelahan	1	Chicago	173,422
William Presser	3	Cleveland	173,127
Louis Peick	4	Chicago	157,151
M.E. "Andy" Anderson	4	Los Angeles	156,828
Joseph Morgan	3	Hallandale, FL	155,838
Arnie Weinmeister	5	Seattle	148,521
Frank Matula	2	Los Angeles	146,351
Ray Schoessling	2	Chicago	138,893
Robert Holmes	5	Detroit	138,841
Bernard Adelstein	3	New York	137,146
Joseph Bernstein	3	Chicago	134,159
Salvatore Provenzano	5	Union City, NJ	126,486 ²
Edward Lawson	2	Vancouver, BC	118,065
Weldon Mathis	4	Atlanta	117,532
James E. Coli	1	Chicago	113,490
William Hogan, Sr.	2	Chicago	113,400
Joseph L. Bernstein	1	Chicago	112,876
Vincent Trerotola	4	New York	111,183
Sherman Brown	2	Cleveland	110,268
Joseph Trerotola	5	New York	109,405
Robert Cassidy	3	Canton, OH	108,762
Andrew Suckart	2	Cleveland	108,366
Clyde Ruark	1	Kansas City	107,819 ²
August Szucs	1	Chicago	106,609
George French	2	Seattle	106,316
Karl Rogers	3	Kansas City	105,181
Rocco De Perno	4	Utica, NY	104,211
Michael Riley	3	Los Angeles	104,180
Jack Yager	2	Kansas City	103,156 ³
Joseph Whiteford	2	Vancouver, BC	103,000
Robert Bernstein	1	Chicago	101,005
Jack Jorgensen	3	Minneapolis	100,586

¹1980 figure used. Friedman also collected \$237,525 from Cleveland Bakers Local 19 for a 1980 total of \$437,395.

²1980 figures used.

³1979 and 1980 figures used. Yager made \$92,556 in 1980 from the Central Conference of Teamsters. 1980 figures for Kansas City Joint Council 56 are not available, so 1979 figure was used.